

 <b>High</b>	 <b>Medium</b>	 <b>Low</b>
	<b><i>Strong evidence of leadership characteristic because the Trustee...</i></b>	<b><i>Limited evidence of leadership characteristic because the Trustee...</i></b>	<b><i>No evidence of leadership characteristic because the Trustee...</i></b>
<b>Impact</b>	<ul style="list-style-type: none"> <li>- Regularly referenced the effect of a proposed policy on students and/or student outcomes.</li> <li>- Supported equitable, data-driven, student-centered policy decisions</li> <li>- Offered clear solutions/alternatives supported by data/research.</li> <li>- Demonstrated a clear understanding of established district goals and asked about progress toward those goals.</li> </ul>	<ul style="list-style-type: none"> <li>- Acknowledged general effects of school board policy on students/outcomes.</li> <li>- Recognized specific students or programs in his/her district.</li> <li>- Generally supported data-driven, student-centered policy but with no evidence of a clear understanding of implications on district goals or progress.</li> </ul>	<ul style="list-style-type: none"> <li>- Did not address any policy issue/concern.</li> <li>- Did not support data-driven, student-centered policy decisions and/or opposed proposals without offering solutions/alternatives.</li> <li>- Did not attend meeting.</li> </ul>
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>- Actively participated in discussion of several policy issues and/or made policy recommendations through a subcommittee.</li> <li>- Demonstrated respect and decorum by following established meeting procedures.</li> <li>- Positively acknowledged the work of fellow trustees and district administrators.</li> </ul>	<ul style="list-style-type: none"> <li>- Did not actively participate in policy discussions and/or made no policy recommendations through a subcommittee</li> <li>- Demonstrated respect and decorum by following established meeting procedures</li> <li>- Repeatedly left meeting space during presentations or discussion.</li> <li>- Left the meeting early.</li> </ul>	<ul style="list-style-type: none"> <li>- Publicly insulted/antagonized fellow trustees, other elected officials, members of the administration, or members of the general public.</li> <li>- Did not attend meeting.</li> </ul>
<b>Stewardship</b>	<ul style="list-style-type: none"> <li>- Actively participated in discussion of matters dealing with budget, finances, or funding</li> <li>- Demonstrated concern and/or deep knowledge about the use of resources.</li> </ul>	<ul style="list-style-type: none"> <li>- Did not actively participate in discussion of matters dealing with budget, finances, or funding.</li> <li>- Did not acknowledge the use of resources</li> </ul>	<ul style="list-style-type: none"> <li>- Spent more meeting time discussing matters outside of the Board's control (e.g. state laws/mandates) than matters within the Board's control (e.g. school-based budgeting).</li> <li>- Did not attend meeting.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>- Demonstrated concern about the allocation of resources across the district.</li> <li>- Acknowledged the difference of needs among students, schools, and neighborhoods</li> </ul>	<ul style="list-style-type: none"> <li>- Addressed concerns of only students/families in his/her trustee district.</li> <li>- Did not speak on matters of equity in the district.</li> </ul>	<ul style="list-style-type: none"> <li>- Did not address the concerns of students/families from traditionally underserved populations.</li> <li>- Did not attend meeting.</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>- Clearly and comfortably discussed the needs of both their constituents and the entire school district.</li> <li>- Demonstrated respect for district administration and structure.</li> </ul>	<ul style="list-style-type: none"> <li>- Was silent or hard to understand during policy discussions.</li> <li>- Demonstrated a general understanding of district administration and structure but broke with protocol on specific matters.</li> </ul>	<ul style="list-style-type: none"> <li>- Did not address any district needs</li> <li>- Publicly insulted/antagonized district administration</li> <li>- Made public attempts to undermine district structure/protocol</li> <li>- Did not attend meeting.</li> </ul>

